

PROPOSED CHANGES IN [REDACTED]

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I. OBJECTIVES

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[REDACTED] should be amended and modified to:

A. Strengthen and highlight those portions of the regulation dealing with the over-all language program so it will be clear that language development is our primary concern and awards are merely inducements to aid in attaining our basic objectives.

B. Reorient some of the concepts of the awards program so that emphasis is shifted from a "generalized," and largely un-directed, interest in language study to a greater concern for the utility to the Agency of the study being pursued.

C. Bring the costs of the awards program into line with current budgetary trends.

II. SPECIFIC PROPOSALS

To accomplish the above objectives, [REDACTED] and Handbook [REDACTED] should be revised to reflect the following:

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A. Major Changes

1. Recast the regulation to delineate more clearly between the over-all Language Development Program and its subsidiary program of Awards. At present, some of the important policies and responsibilities pertaining to the whole program are overshadowed (and maybe even obscured) by the material on awards. This delineation can be done by splitting [REDACTED] into two separate regulations or, perhaps almost as well, by rearranging some of the material and paragraph headings in the present regulation.

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2. Require that each application for a language award contain an indorsement from the individual's Career Service to the effect that his skill in that particular language is of

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value to the Agency in terms of his present or possible future assignment. Persons seeking language awards now file directly with OTR applications which do not receive prior review by components or career services.

3. Revise the Table of Language Awards as indicated below, the revision to become effective 1 July 1960. This revision cuts in half the amounts to be paid for:

- a. all maintenance awards;
- b. all achievement awards at the elementary level;
- c. achievement awards for Specialized Speaking knowledge of Group III languages.

		<u>Comprehensive</u>			<u>Specialized</u>		
		<u>High</u>	<u>Inter</u>	<u>Elem</u>	<u>High</u>	<u>Inter</u>	<u>Elem</u>
Group I							
	Achievement	\$350	\$150	\$ 50	\$175	\$ 75	\$ 25
	Maintenance	100	50	None	50	25	None
Group II							
	Achievement	700	300	100	350	150	50
	Maintenance	200	100	None	100	50	None
Group III					<u>Reading Only</u>		
	Achievement	1050	450	150	700	300	100
	Maintenance	300	150	None	200	100	None
					<u>Speaking Only</u>		
	Achievement				350	150	50
	Maintenance				100	50	None

B. Other Significant Changes

1. Establish a time limit on maintenance awards so that, with respect to a given language, awards may be made for no more than 5 years at any one level of proficiency, and for no more than 10 years at any combination of proficiency levels.

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2. Require that each person enrolled in directed language training, either in OTR or external facilities, take an appropriate language aptitude or proficiency test before such training and then a proficiency test at the completion of training. At present, no such requirement is set for proficiency testing.

3. Set the rule that persons serving at Headquarters who fail to take proficiency tests for maintenance awards within 2 months of the anniversary dates of their prior awards will establish new anniversary dates at the time they appear for testing and will receive no credit for the lapsed period.

At present, an individual's anniversary date for maintenance awards purposes is the date he filed his self-evaluation (Form No. 444c) in a given language. That date does not change (unless he achieves a higher level of proficiency). Thereafter, he is supposed to be tested as nearly as possible on his anniversary date and, if qualified, receives a maintenance award for the year past. However, if he is slow in being tested, he can still qualify for the award so long as his tardiness does not exceed a full year.

4. Revise paragraph 1 d (1) (b) (2) which states that

"maintenance awards will not be granted...for proficiency in a language maintained through required use of the language in performing duties of the assigned position, and maintained without appreciable outside effort."

We have never been able to develop a satisfactory definition of this provision and consequently it has not been fully applied. More important, however, the original intent behind this provision was probably not sound. I propose changing the wording so that maintenance awards will not be granted

"for proficiency in a language on the part of an interpreter, translator or language instructor whose possession of that language is the primary basis for his Agency assignment."

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5. Amend the list of awardable languages by adding:

Group I

Afrikaans

Group II

Armenian

Bengali

Georgian

Hausa

Laotian

Lithuanian

Sinhalese

Tagalog

Ukrainian

6. Add the provision that an individual may apply for an award in any language which he is directed to study, even though the language does not appear in the awardable list.

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